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THE EVENING STAR



## The Federal Spotlight

# Minority Hiring Lag Reported in Top U.S. Jobs

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"Insufficient progress" has been made in getting more minority people into upper-level federal jobs, the U.S. Civil Rights Commission says.

In a seven-month status report on a massive study it issued in October on implementation of civil rights laws, the CRC called today for more vigorous action by the Civil Service Commission.

The CSC has acknowledged as a useful concept the setting of timetables for minority hiring

and promotion, with goals based on the proportion of minority persons in the population, the report notes. And Civil Service has approved two affirmative action plans one by the Army and the other by the White House's Office of Management and Budget — based on this approach.

But the CSC has not directed all agencies to adopt the goals-and-timetable approach and has not made use of it for its own

advancement.

"Unless it develops and

uses the guidance necessary for effective implementation, few statistically significant increases in minority professional representation can be expected for many years," the Civil Rights report declares.

THE CIVIL SERVICE Commission has taken steps to improve the collection of data on the number of minority people in each agency and in what jobs, the report notes.

In January, the CSC directed agencies to develop and use collection systems,

And by the end of 1973, when a uniform personnel-management system is scheduled to be operative, agency record-keeping is expected to be standardized.

Moreover, CSC is considering a plan to gather periodically, on a governmentwide basis, data on minority employment in major occupations.

The commission also has established a plan specifically geared to the advancement of Spanish-Americans, whose situation is even worse than that of blacks in federal employment.

teria to the Federal Service Entrance Examination — whose cultural objectivity and relevance have been questioned — in testing for hiring and promotion.

The CSC's Improvement of training programs for lower-level minority workers is "worthy of note," the Civil Rights Commission said.

"But training must be significantly increased in terms of numbers of those affected and must be required of all agencies," the report declared.

It has been reported

that the government in the last few years has done well for minorities in low-level employment.

In professional and executive positions, however, minorities are far from having their share of jobs in proportion to their percentage of the general population.

Progress varies from agency to agency, and the process will not accelerate without central direction, the rights commission maintains.

This means stronger leadership from the White House in

advancing civil rights generally, and stronger leadership from the Civil Service Commission in federal employment, are needed the CRC believes.

The need to have the proper number of minority people in the jobs is too urgent for the Civil Service Commission to continue allowing agencies to move at their own pace, the new report indicates.

PRIVACY PROTECTION: Bills to better protect federal employees against invasion of privacy are to be heard tomorrow before the House Post Office and Civil Service subcommittee on employee benefits.

The principal measure is the one by Sen. Sam Ervin, D-N.C., which passed the Senate several times in the last few years but repeatedly died in committee in the House.

As a result of reorganization, the House subcommittee is headed by Rep. James Hanley, D-N.Y., who is more sympathetic to the bill's concept than his predecessor, Rep. David Henderson, D-N.C.